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WOMEN AND THE LABOR FORCE

1980

State of Illinois

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I. Introduction, Highlights, and Conclusions

Women and the Labor Force has been prepared in compliance with guidelines published by the Employment and Training Administration, U.S.Department of Labor. This is the third annual report for Illinois.

More than half of all adult women in Illinois are in the labor force, and this proportion is growing. In 1979 the average percent of women who were in the labor force was 51.6 percent; during the first half of 1980, the percent was a full point higher at 52.6 percent. This "labor force participation rate" for women is increasing while the rate for men has actually fallen slightly. Women between the ages of 20 and 24 are the most likely to be in the labor force. Of all working women, the most popular occupational choice is a clerical job; over one-third of all working women are in this field.

Unemployed women represent 7.4 percent of the women who are in the labor force (first half of 1980). Nearly half of these jobless women have not worked for a substantial amount of time - some have never before been in the labor force. Of the unemployed women who have held a job, about one-third were in a clerical occupation. Unemployed women are divided almost equally between white and nonwhite; more than half are between the ages of 25 and 44.

The outlook for women in the labor force is one of growth. Because women are concentrated in clerical and service jobs, they are also concentrated in some of the fastest growing industries in the state. In 1979, women represent only 42 percent of total labor force in Illinois. If present trends continue, by 1990 women may represent as much as 57 percent of Illinois' labor force and have a labor force participation rate as high as 75 percent.

II. U.S. Data - Women and the Labor Force

National data on women in the labor force are collected by the Bureau of Labor Statistics, U.S. Department of Labor (BLS,USDOL), and were published in June 1980 as "Perspectives on Working Women". The data show that the number of women who are in the labor force has increased steadily since World War II. Also, the proportion of the total labor force that is female has increased; and finally, the proportion of women in the labor force to all women (labor force participation rate) has increased, The following mini-table summarizes these data for 1950 and 1979 :

Women in the Labor Force

	Number of Women in the Labor Force (000)	% of Labor Force that is Female	Labor Force Participation Rate for Women
1950	18,389	29.6%	33.9%
1979	43,391	42.1	51.0
change	+136.0%	+12.5 pts.	+17.1 pts.

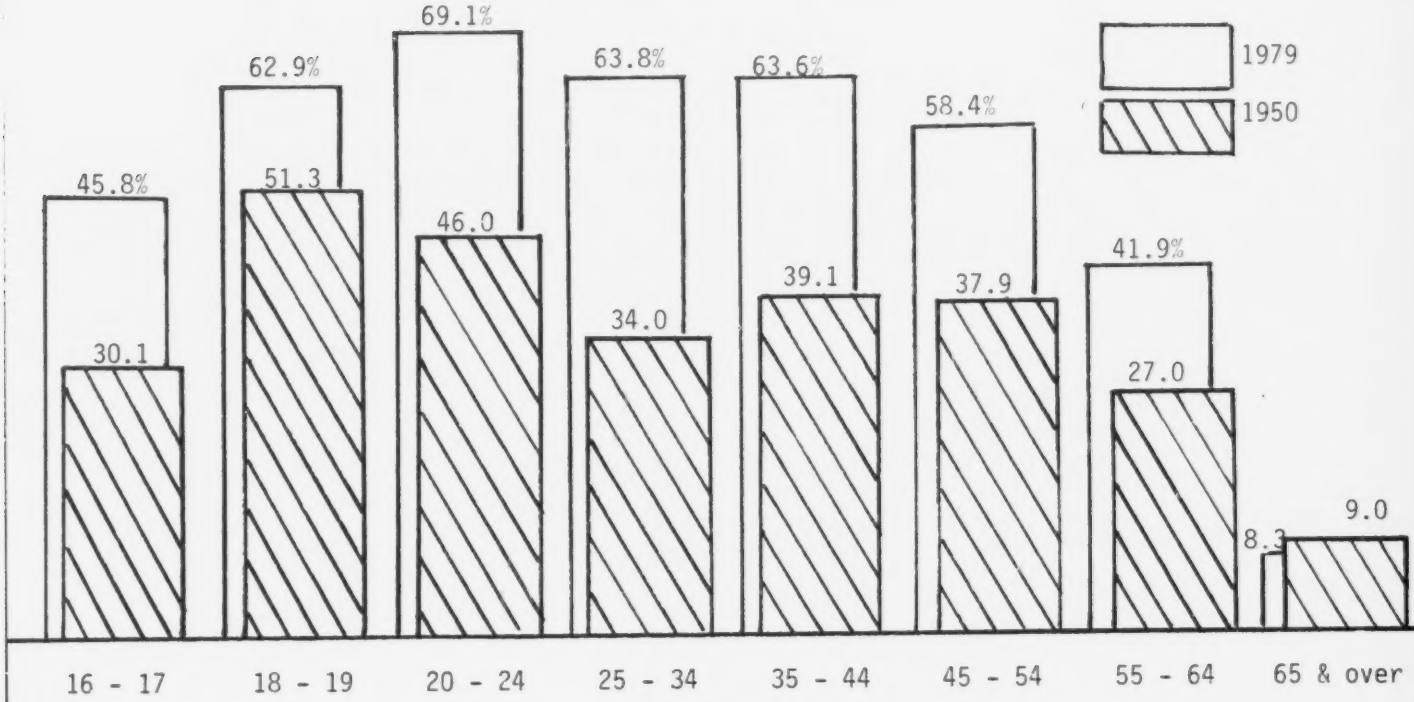
The numbers above are for all women, 16 years of age or older, however certain age groups showed even greater increases. Women between 25 and 34 years of age recorded a labor force participation rate of 34.0 percent in 1950 -- or one out of three women were in the labor force. In 1979, the participation rate had climbed to 63.8 percent, about one percentage point per year. The chart which follows contrasts the national labor force participation rates for women for 1950 and 1979, by age group. The largest gaps between the 1950 and 1979 participation rates are recorded for women between 25 and 44 years of age. Also, the peak labor force participation rate moved from 18 and 19 year olds to the 20 to 24 year old group. This reflects the larger proportion of young women who elected to continue their education after high school. Just since 1970, there has been more than a 50 percent increase in the total number of women enrolled in college.[1/] Another significant difference

[1/] A Statistical Portrait of Women in the United States: 1978; Current Population Reports, Special Studies, Series P-23, No. 100; Bureau of the Census, U.S. Department of Commerce.

between 1950 and 1979 is the range of the participation rates for age groups. In 1950, there was a 17 point spread between the highest and the lowest labor force participation rates for women between the ages of 18 and 54; by 1979 the gap was only about 10 points. This reflects the fact that women remain in the labor market after age 19 or 20 or after marriage and childbirth. In 1950, married women with children under six years of age were highly likely to be at home, in households where the husband was present. The labor force participation rate for these women was just under 12 percent. By 1979, however, there had been more than a three fold increase in the labor force participation rate for this same group of women: 43.2 percent were in the labor force in 1979 compared to 11.9 percent in 1950.

Chart A

U.S. Labor Force Participation Rates for Women, by Age



("Perspectives on Working Women", U.S.DOL, BLS.)

Within the 1979 female labor force, there is a different degree of attachment depending on marital status and, indirectly, age. In March 1979, the U.S. labor force participation rate for all women was 50.7 percent. However about three-fourths of all divorced women were in the labor force:

U.S. Labor Force Participation Rates
March 1979

All women	50.7%
Divorced	74.0
Never Married	62.7
Separated	58.8
Married (husband present)	49.4
Widowed	22.6

("Perspectives on Working Women", June 1980; U.S. Department of Labor, Bureau of Labor Statistics.)

The economic need of a woman who is a head of household (divorced, never married, separated) is reflected in the higher-than-average labor force attachment. Indirectly the influence of age is seen in the low rate for widowed women (older age groups) and the higher rate for never married (younger age groups).

An increase in the proportion of women who are in the labor force necessarily means a decrease in the proportion who are otherwise occupied. In 1979, less than half of all women in the U.S. (48.9 percent) were not in the labor force. More than three-fourths of these women cited "keeping house" as the reason they were not in the labor force. "Other reasons" was the next most popular statement and includes those who are engaged in full-time volunteer work as well as those who are retired. For all adult women not in the labor force, only 8.6 percent reported that they were "going to school". Each reason for not being in the labor force [2/] is associated with different age groups. For example, among all non-labor force women

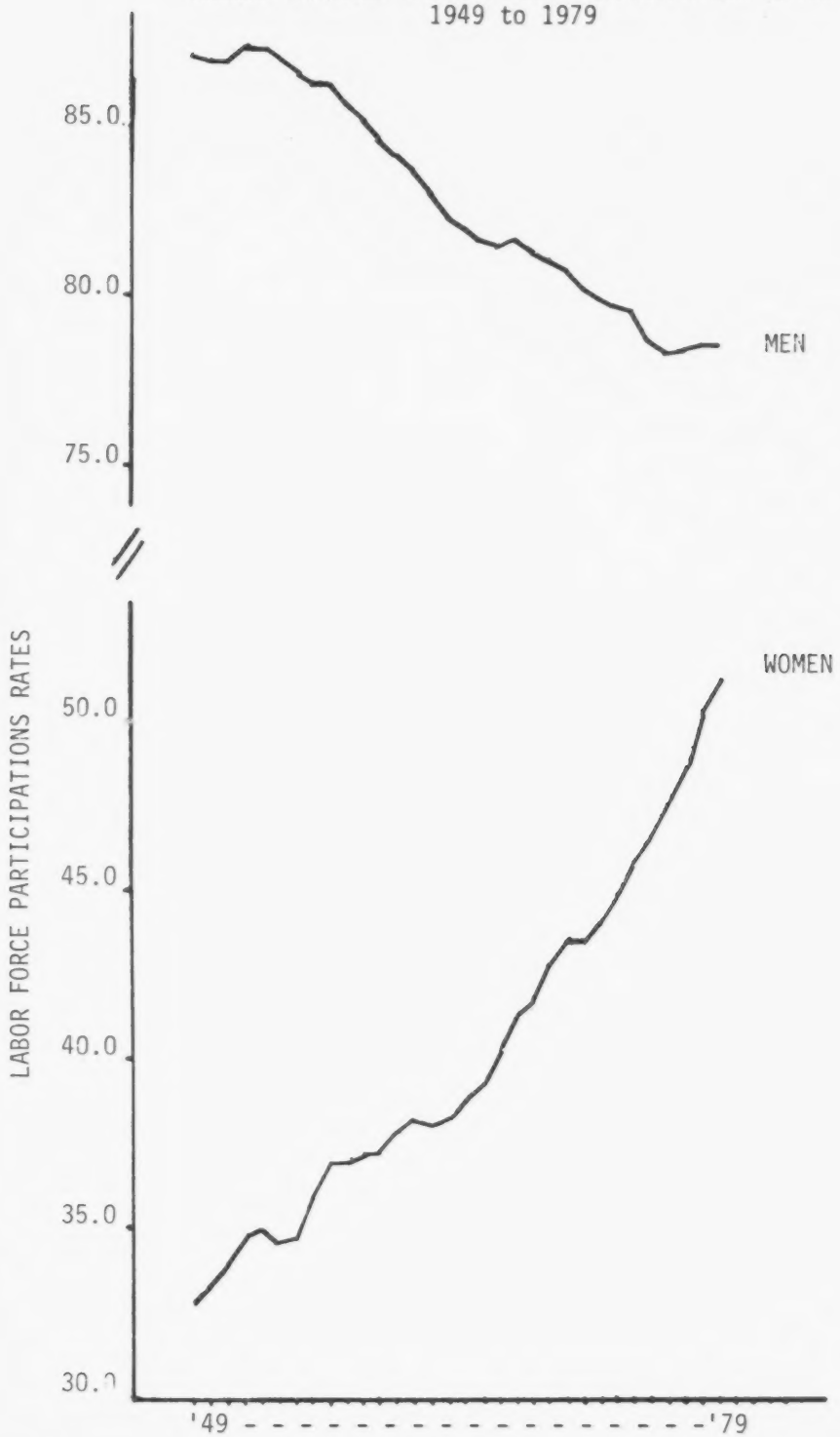
2/ Employment and Earnings, January 1980 (published by the Bureau of Labor Statistics, U.S. Department of Labor).

less than ten percent were "going to school"; among teenaged (16 to 19 years old) women, the proportion was 66.1 percent. There is a similar reversal in proportions by age among women who are "keeping house". Among women between the ages of 30 and 49, 90 percent were "keeping house" and two percent were "going to school"; among teenagers, only 17.5 percent were "keeping house". For women who have passed the traditional retirement age of 65, only 18.3 percent consider that they are not in the labor force because of "other reasons"; more than three-fourths of these women, however, report that they are "keeping house" and therefore are continuing with their prior occupation and are not retired. Among men, over 90 percent of those 65 or over say they are out of the labor force because of "other reasons" (retirement) and therefore have no current occupation. Women are much less likely to consider themselves to be retired than are men.

Another difference between the labor force attachment of men and women is that while the participation rate for women has been rising over time, the rate for men has been dropping slightly. The next chart,"B", shows thirty years of male and female labor force participation rates and depicts the sharp increase for women compared to the gradual decline for men. Most of the decline in the male participation rate is due to an increase in the overall proportion of adult men who are 65 years of age or older. Chart "C" shows that, for men and women, the oldest age group has the lowest labor force participation rates, but represent at least one-eigth of the working age population. Changes in the age composition of the population have effectively reduced the overall labor force participation rate for men. By introducing more retirees into the calculation, the proportion of men in the labor force has been reduced.

Since the female proportion of the U.S. labor force is currently (1979) closer to the female proportion of the working age population, the coming decade will not show the same rate of growth for women in the labor force as did past years. Because many women will continue to choose "keeping house" over juggling a job, home, and family it is not likely that 100 percent parity will be acheived for women in the labor force. In 1979, women represented 52.1 percent of the adult population and 42.1 percent of the labor force. Also women will continue to dominate the retirement age sector of the population and consequently dilute the labor force participation rate. Tables I and II in the Statistical Appendix provide a summary of data discussed in this section.

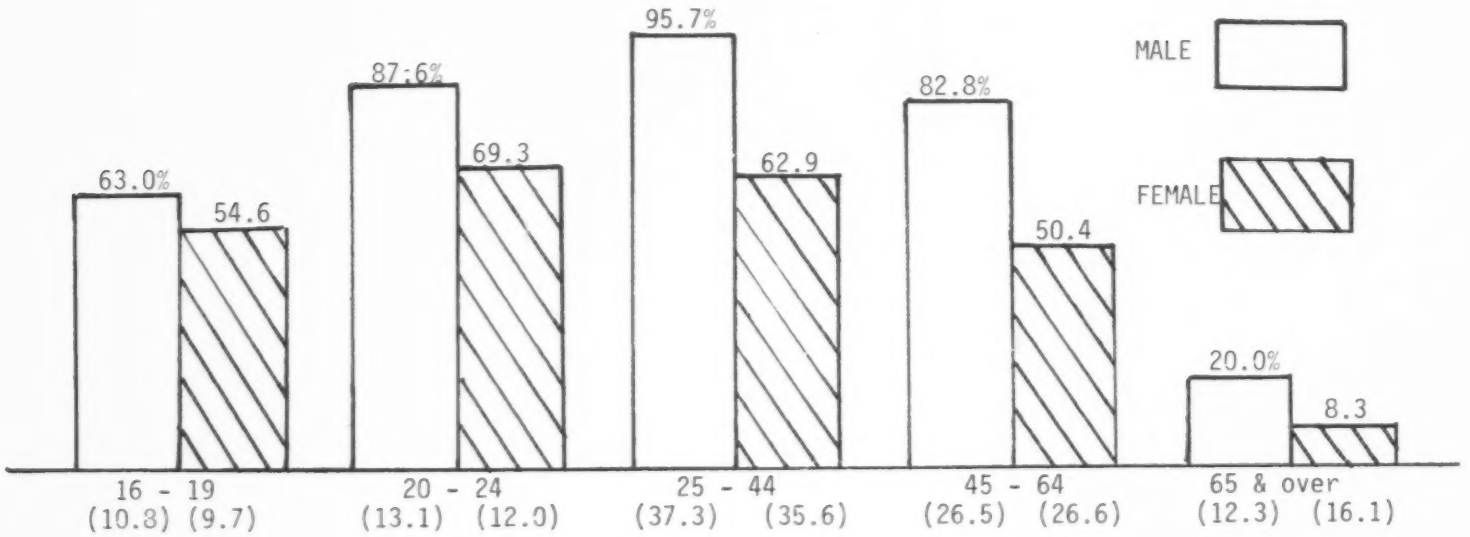
Chart B
ANNUAL AVERAGE LABOR FORCE PARTICIPATION RATES - U.S.
1949 to 1979



Employment and Earnings, January 1980 (published by the Bureau of Labor Statistics, U.S. Department of Labor).

Chart C

LABOR FORCE PARTICIPATION RATES - U.S. - BY AGE AND SEX, 1979



(Percent distribution of population 16 years of age and over is shown in parentheses.)

Employment and Earnings, January 1980 (published by the Bureau of Labor Statistics, U.S. Department of Labor).

A. Working Women

Of all women in the national labor force in 1979, 93.2 percent were working. Nearly two-thirds of these working women were employed in some kind of white collar job, such as teacher, nurse, secretary, or typist. In fact, they outnumber men in the white collar sector by 12 percent. The following mini-table shows the percent distribution of women by major occupation in the U.S. and the ratio of women to men for the same occupations:

U.S. Working Women - Occupational Distribution
1979 Annual Averages

Occupation:	Percent Distribution of Women	Ratio of Women to Men
All occupations	100.0%	.72:1
White Collar	64.4	1.12:1
Prof.-Tech.	16.1	.76:1
Health	4.6	1.93:1
Teachers (ex. coll.)	5.5	2.42:1
All Other	6.1	.37:1
Managers-Admin.	6.4	.33:1
Sales	6.9	1.17:1
Clerical	35.0	4.09:1
Blue Collar	14.6	.23:1
Service	19.8	1.67:1
Farming	1.2	.22:1

(Employment and Earnings, January 1980.)

Because white collar jobs are concentrated in nonmanufacturing industries, most working women are employed in these nonfactory industries:

Distribution of Working Women, by Occupation Within Industry

Industry	White Collar	Blue Collar	Service*	Women as % of Total Employed
All Industries**	50.9%	33.1%	13.2%	41.7%
Mining	34.6	64.1	1.3	11.8
Construction	22.1	77.4	0.5	7.4
Manufacturing				
Durables	31.7	66.5	1.8	25.0
Nondurables	32.5	65.3	2.2	39.9
Transp.-Comm.-Pub.Util.	27.0	70.1	2.9	24.4
Wholesale Trade	68.4	30.6	1.0	25.5
Retail Trade	57.4	20.7	21.9	50.8
Fin.-Insur.-Real Est.	91.8	3.7	4.5	57.6
Services	66.7	10.7	22.6	61.0
Public Admin.	67.9	10.7	21.4	34.2

*See appendix, DEFINITIONS, for examples of these occupations.

** Farmers, not shown, represent 2.8 percent of total employed.

(Employment and Earnings, January 1980.)

In recent years the nonmanufacturing sector has recorded more employment growth than the factory sector. Women, because of the occupations in which they have large representation, have been working in areas with increasing employment opportunities. Table III, in the Statistical Appendix, shows the six year percent change in total employment for 25 selected occupations (six with ratios close to 1.0; nine with high female ratios; and nine with low female ratios). Most occupations which had a high women-to-men ratio also had higher-than-average overall employment growth. Expanded employment opportunities in traditionally female jobs facilitate rising proportions of women in these jobs.

Another factor which helped to maintain or increase the women-to-men ratios in these white collar,primarily clerical jobs, is that of all female jobseekers, the largest segment is comprised of reentrants (see following section on unemployment). The table on the preceding page showed that, nationally, nearly two out of three women are working in white collar occupations, most likely in some type of clerical job. As women return to the job market, they seek out the same kind of work that they have done in the past, rather than explore possible career changes. This results in the increasing women-to-men ratios seen on Table III.

Finally, it appears that if the female worker is married, the husband's occupation has some influence on the wife's job choice. In a sampling of working couples, more wives worked in clerical occupations than any other job unless the husband was working in a professional-technical or service occupation:

Percent Distribution of Wives within Husbands' Occupation
U.S. - 1978

	Prof.-Tech.	Mgr.-Adminis.	Sales	Clerical	Crafts	Operatives	Laborers	Service
Husband-wife,same occupation	40.5%	12.2%	13.0%	44.4%	2.6%	24.7%	2.5%	31.1%
Wife with Clerical job	32.0	40.6	41.4	44.4	38.6	32.1	30.8	28.7
Wife with any Blue Collar job	3.6	7.5	6.0	12.1	19.7	28.4	22.5	14.2
Wife with Blue Collar or Service job	13.3	18.5	16.1	26.8	39.2	50.8	52.7	45.7

(Statistical Portrait of Women in the United States:1978.)

Working women continue to seek jobs in traditional occupational areas for several reasons:

- recent industry growth makes more job opportunities available in white collar jobs;
- for reentrants, past work experience is in traditional occupations;
- regardless of the husbands' occupation, most working wives hold clerical jobs.

B. Unemployed Women

In 1979, working women represented 93.2 percent of all women in the U.S. labor force; the balance, or 6.8 percent, were unemployed and looking for a job. Compared to men in the labor force, women had a higher proportion of their number who were without a job; only 5.1 percent of all men in the labor force were unemployed. Although there may be a larger or smaller gap between male and female unemployment rates, the female rate will always be higher:

Chart D
ANNUAL AVERAGE UNEMPLOYMENT RATES*
U.S. TOTALS

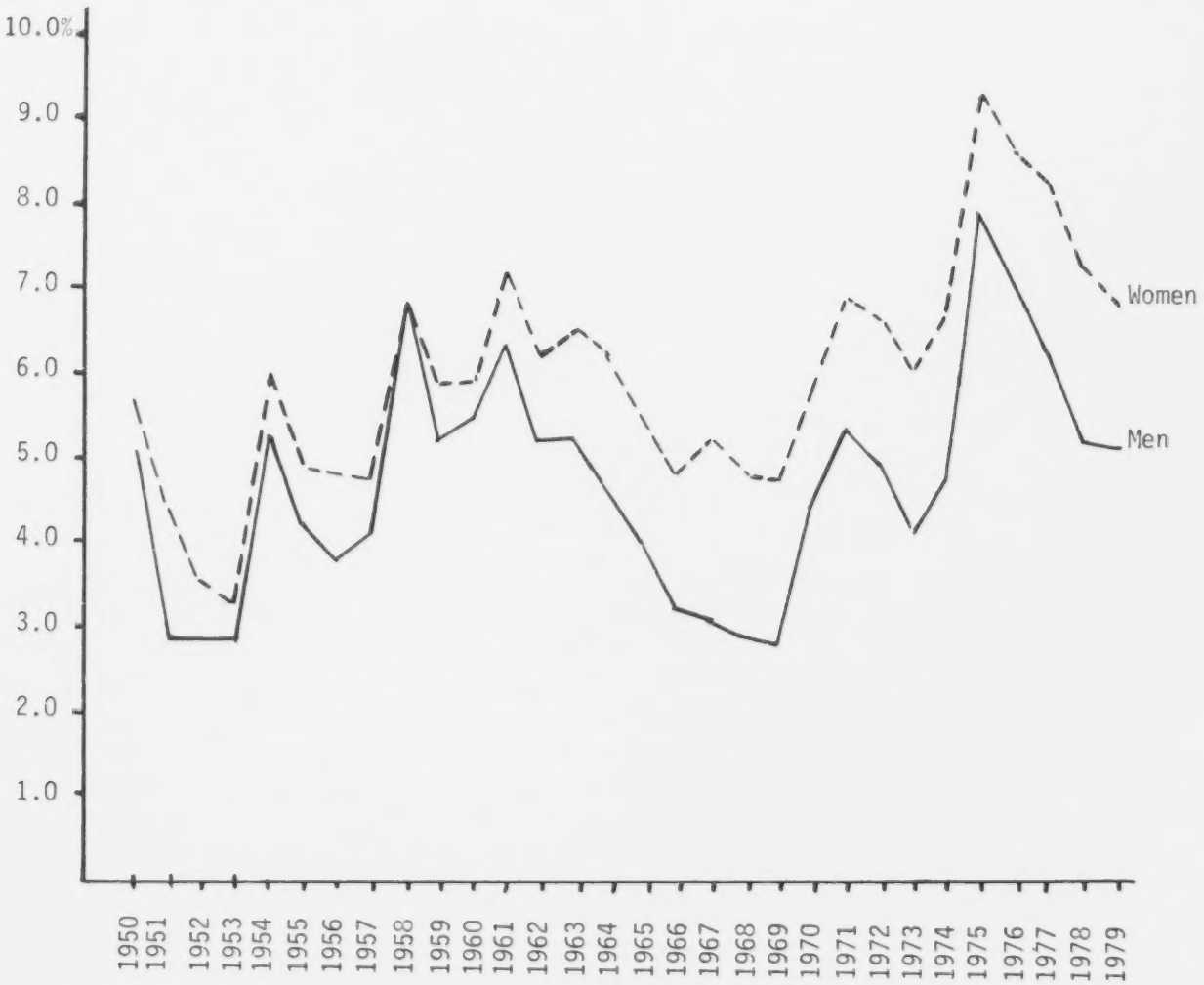


*Table IV, Statistical Appendix.

The reason for the higher female unemployment rates relates to the reasons that women are unemployed:

Percent Distribution of the Unemployed, by Reason
Within Sex
U.S. - 1979

	Persons 20 Years of Age and Older*	
	Men	Women
Total Unemployed	100.0%	100.0%
Lost job	63.6	37.3
Left job	14.1	16.3
Entrants	22.3	46.3
New entrants	3.0	6.3
Reentrants	19.3	40.0
Unemployment Rate	4.1%	5.7%
Unemployment Rate, excluding entrants	3.2%	3.1%

* Persons 16 to 19 years of age are excluded because they are nearly all entrants and are usually only looking for part-time or temporary jobs.

(Employment and Earnings, January 1980.)

The unemployment rates for men and women are nearly equal when entrants are excluded from the calculation. Because the unemployment rate is determined by dividing the number of unemployed by the total labor force (employed plus unemployed), when an individual loses or quits a job, she moves from employed to unemployed but the size of the labor force is unchanged. When an individual starts to look for a job and that individual was not previously in the labor force (a new entrant or a reentrant) then both the number of unemployed and the size of the labor force are increased. Because the number unemployed is always smaller than the number in the labor force, unemployment is increased disproportionately and the unemployment rate rises.

There is also a direct relationship between marital status and unemployment rate. Married persons living with their spouse recorded the lowest unemployment rates of possible marital states:

Unemployment Rates by Marital Status
U.S. - 1979

	MEN	WOMEN
All persons	4.1%	5.8%
Married, spouse present	2.7	4.9
Widowed, divorced, separated	6.4	6.8
Single/never married	8.6	7.5

(Employment and Earnings, January, 1980.)

The single/never married group is comprised mostly of younger women, under 20 years of age, since the first marriage for nearly two-thirds of all women does not occur until after age 20.3/ This concentration of younger women accounts for the higher-than-average unemployment rate for never married women. The following table shows that younger women have a higher share of the unemployed than they do of the labor force so the resultant unemployment rates are higher than the average for all ages:

3/ A Statistical Portrait of Women in the United States: 1978.

Percent Distribution of Female Unemployment
and Labor Force, by Age Group
U.S. - 1979

	Share of Unemployed	Share of Labor Force	Unemployment Rate
Total, all women	100.0%	100.0%	6.8%
16 - 17	11.5	4.3	18.3
18 - 19	13.4	6.1	15.0
20 - 21	10.7	6.5	11.2
22 - 24	12.1	9.7	8.5
25 - 29	14.3	13.9	7.0
30 - 34	10.0	11.8	5.7
35 - 39	7.5	10.1	5.0
40 - 44	5.3	8.7	4.2
45 - 49	4.6	7.9	3.9
50 - 54	4.4	7.9	3.8
55 - 59	3.2	6.6	3.2
60 - 64	1.8	3.9	3.1
65 & over	1.3	2.6	3.3

(Employment and Earnings, January, 1980.)

During the last 15 years, the unemployment rate for women has averaged 1.1 points over the overall labor force jobless rate for the nation. (See Table IV, Statistical Appendix.) As seen earlier, most of the difference in the unemployment rates is the result of more entrants among women than among men. Because women are developing long-term labor force attachment, there will be a smaller proportion of reentrants among women in the coming decade and the unemployment rate for women will begin to approach the same levels as for the total labor force,and the gap between the male and female jobless rates will be reduced.

III. Illinois

A. Current Status of the Local Economy

During 1979 there was an average annual employment total on nonfarm wage and slary payrolls of over 4.8 million workers. As shown on Table V in the Statistical Appendix the largest portion of these workers were found on jobs in the private nonmanufacturing sector. In addition to having the largest number of jobs, these industries also had nearly all of the employment growth. Overall, since 1973, nonfarm payrolls rose 8.8 percent, while the nonfactory sector increased by 16.2 percent - nearly twice the overall rate. This represented virtually all of the total gain in employment in recent years. Government payrolls (public sector) advanced 11.8 percent over the period shown on Table V. The nonmanufacturing industries of services and trade posted even larger gains of 26.3 percent. and 17.3 percent, respectively. In 1979, the distribution of nonfarm industrial employment in Illinois was:

Percent Distribution of Illinois' Nonfarm Payroll Employment
1979 A.A.

Total	100.0%
Private Sector	84.7
Manufacturing	26.1
Durables	17.4
Nondurables	8.7
Nonmanufacturing	58.6
Trade	23.5
Services	18.9
Other nonmanufacturing	16.2
Public Sector-Government	15.3
Federal	2.1
State	3.0
Local	10.2

The outlook for the coming year is for rising unemployment (already at 7.7 percent for January to June 1980) that will reach an average for calendar year 1980 of about 9.0 percent. Although current unemployment rates for Illinois are the highest ever, there is also a record number of workers. On nonfarm payrolls, there were 10.0 percent more persons

at work in 1979 than in 1975. The total labor force was 6.4 percent larger in 1979 than 1973.

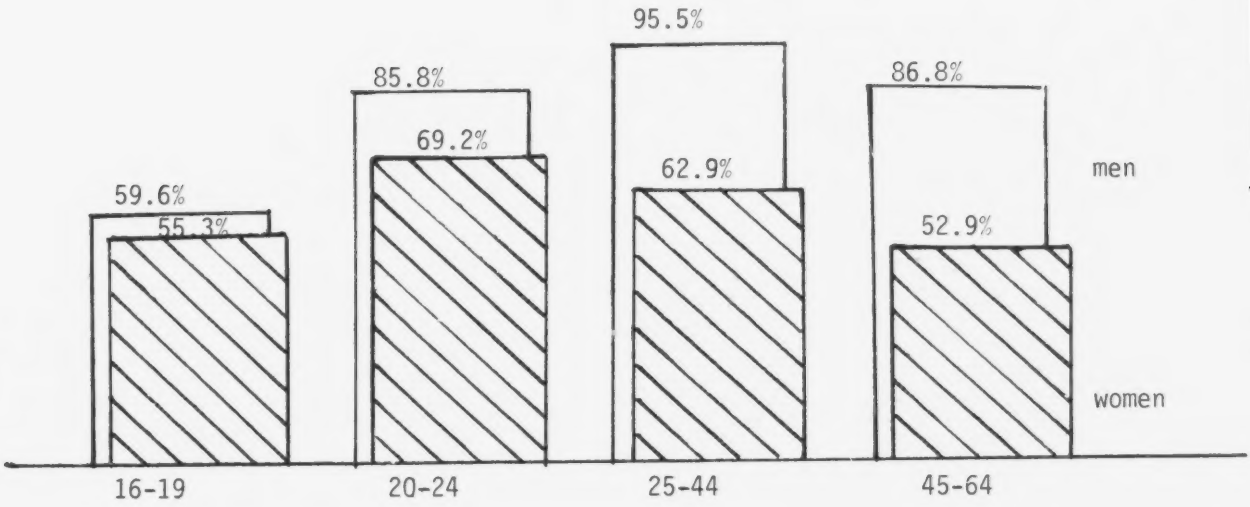
Because there are record numbers of persons unemployed, 1980 and 1981 will be very competitive years for all persons seeking jobs, and especially for those who are entering or reentering the labor force.

B. Women and the Labor Force

Increases in 1980 in the size of the Illinois labor force resulted directly from more persons looking for jobs than there were persons finding jobs. During the first half of 1980, the monthly average number of jobless persons was more than 40 percent higher than the monthly average for 1979. The labor force averages for these two time periods are shown on Table VI, in the Statistical Appendix. The increased number of jobseekers is reflected in higher labor force participation rates and high jobless rates. There are also some differences between men and women, 1979 to 1980.

The labor force participation rate for men remained at 79.0 percent during 1980; the rate for women rose a full percentage point, from 51.6 percent to 52.6 percent of the adult population. The rise in the number of women in the labor force was partly due to more jobless women, whereas the rise in the male labor force was wholly due to more male jobseekers. About one-third of the gain in the female labor force was because some women were able to find jobs. Finally, the male unemployment rate nearly doubled and was actually higher than the female unemployment rate. However, there was no change between the two time periods in the relationship between male labor force participation and female labor force participation: men continued to post a higher participation rate than did women. As the following chart shows, this is true regardless of age:

Chart E
Labor Force Participation Rates, by Sex and Age*
Illinois - 1979 A.A.

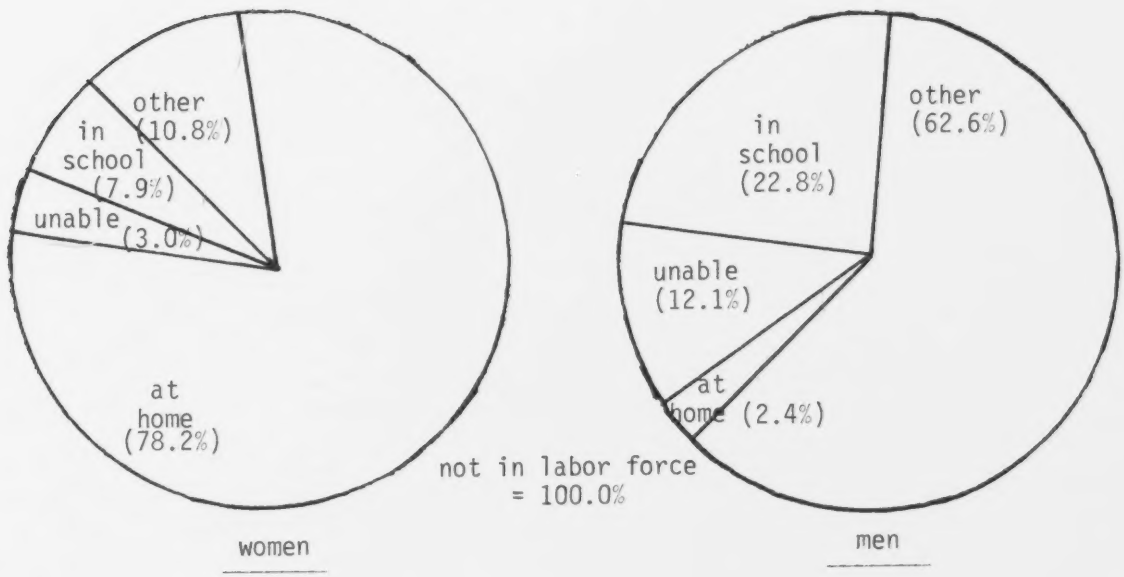


* Unpublished CPS data.

Lower labor force participation rates for women reflect the higher proportions of women who are engaged in some non-labor force activity. Table VII (Statistical Appendix) shows that there is no age at which the labor force attachment of women matches the overall rate for men. Men differ from women on the reasons that they are not in the labor force. Data from Table VIII are summarized in the pie charts on the following page, and show that whereas the majority of women who are not in the labor force have another occupation (keeping house), men do not -- their reason is simply given as "other".4/

4/ See DEFINITIONS section.

Chart F
Reason Not in Labor Force, by Sex*
Illinois - 1979 A.A.



More than half of all adult women in Illinois are in the labor force; of those who are not, three-fourths have a specific classification of "keeping house". A relatively small percent of women are classifed as "other". The "at home" segment of non-labor force women provides the reservoir of women who are new entrants or reentrants. There are still more than one-third of adult women who are not in the labor force because they are engaged in their own home housework. In the coming decade, this segment will shrink in size and will contribute to the rising labor force participation rate for all women.

C. Working Women

The labor force participation rate measures the proportion of the population who were either working or looking for work..The employment rate measures only those who have a job, in relation to the adult population. On Table VII, in the Statistical Appendix, the labor force participation rate is highest for women between the ages of 20 and 24; the employment rate is also highest for this age group.

Female Employment Rates by Age and Race
Illinois-1979 A.A.

	All Women	White	Nonwhite
Racial distribution of the female population	100.0%	85.1%	14.9%
Employment rates for women:			
All ages	48.3%	48.7%	45.9%
16 - 19	47.7	54.7	19.3
20 - 24	62.4	66.3	44.1
25 - 44	59.6	59.6	60.0
45 - 64	51.1	50.9	51.7
65 & over	10.2	9.7	16.1

White women, because of their proportion of the population, dominate the employment rates. By separating nonwhites, however, some differences are seen,principally that for nonwhite women, peak employment rates are recorded for the 25 to 44 year old age group - not the younger 20 to 24 year old group as for whites. A contributing reason is that nonwhite women stay in school longer than whites and are, therefore, neither working nor looking for work. Of all Illinois nonwhite women, 16 years of age or older, 7.6 percent were reported as being "in school". For whites, the proportion was half as large -- 3.2 percent. After age 25, above, nonwhite women have a higher employment rate by age group than white women. The under 25 nonwhite women have much lower employment rates than corresponding ages of white women, thus lowering the overall employment rate for all nonwhite women. This reverse distribution, by race, of women in the employed category reflects the economic need of women, by race. According to the 1976 Survey of Income and Education (Department of Health, Education, and Welfare), nonwhite women comprised 15.2 percent of the total adult female population

in Illinois, but 39.2 percent of the female heads of families. Head of family status is an indicator of economic need and helps to clarify why older nonwhite women (over 24 years of age) have higher employment rates: they have a greater economic need than others.

Working women in Illinois (see Table IX, Statistical Appendix) follow much the same occupational distribution as the national data (page 10). About two-thirds of all employed women had white collar jobs and half of these women were working in clerical occupations. From 16 through 64, the largest proportion of working women had clerical jobs. Only the 65 and over group had more workers in another occupation (service). Other working women in Illinois, including those who are new to the labor market (16 to 24 year olds), chose clerical occupations over other employment alternatives. As mentioned in Section II-A (page 11) at least part of the reason is recent expansion in those industries which have a high concentration of clerical jobs.

D. Unemployed Women

Typically, the unemployment rate for women is higher than the rate for men (see Table IV, Statistical Appendix). Although the number of jobless women is smaller than the number of jobless men, it represents a larger portion of the female labor force. Other characteristics of unemployed women which will be examined are the length of unemployment, previous work experience, and age and race. Some unemployed women have no previous work experience; these and other related characteristics are shown on Table X (Statistical Appendix). Most out-of-work men had been a part of the labor force prior to being unemployed. On Table X they are shown as job losers and job leavers. Women, however, had a large proportion of their unemployed who were new to the labor force; they are shown as reentrants and new entrants. Thus for women, an increase in their number of unemployed is just as likely to be the result of someone entering the labor force and not finding a job as it is to be the result of a job-holder moving into the ranks of the unemployed. The female labor force is only increased by someone entering the labor force, not by a change in employment status.

As shown on Table X, about 56 percent of the unemployed women in Illinois had recent prior work experience. The occupational distribution of these women generally paralleled the distribution of working women. Both of these distributions are summarized on the next page, as well as the proportion of total persons, by occupation, who are female.

Occupational Distributions
Illinois - 1979 A.A.

	Occupation as % of Women		Women as % of Occupation	
	Employed	Unemployed	Employed	Unemployed
All Occupations	100.0%	100.0%	100.0%	100.0%
White Collar	65.7	50.4	52.9	72.6
Prof-Tech	17.0	5.8	44.8	58.3
Teachers(ex.col.)	5.2	0.8	71.7	100.0
All other	11.8	5.0	38.5	54.5
Manag-Admin.	5.8	5.0	22.9	54.5
Sales	7.0	5.8	44.6	58.3
Clerical	36.0	33.9	79.1	80.4
Blue Collar	14.0	25.6	17.7	25.6
Craft	1.9	0.8	6.0	3.4
Operatives	10.1	20.8	36.4	49.0
Transport Oper.	0.6	0.8	7.3	8.3
Laborers	1.3	3.3	12.4	13.3
Service	19.7	24.0	61.8	59.2
Farm-Fish-Forest	0.6	0.0	12.9	100.0

(Unpublished CPS data.)

The mini-table above show some differences between employed and unemployed women. For example, about ten percent of the working women were employed as operatives, but about 20 percent of the jobless women had last worked as operatives. Another example of differences in the occupations of employed versus unemployed women is in managers-administrators. Women represent less than one-fourth of this occupation on the employment side, but more than half in the unemployed column. So, although the distribution of unemployed women resembles the distribution of working women, there are still substantial differences between these two segments of the female labor force.

The insured unemployed in Illinois (Table XII) are persons who are eligible for and are receiving Unemployment Insurance (UI) benefits. Because so many unemployed women are new entrants or reentrants, relatively few are eligible for UI. Whereas women represent nearly half of the total unemployed, they are only 27 percent of the insured unemployed; certain occupations which are predominately female, such as service jobs, are not covered under the UI program, further reducing the probability of women being covered under UI. Female UI beneficiaries are also more concentrated in older age groups than the female labor force distribution would indicate (Table VII). This is because UI data only cover persons with prior work experience, thus excluding new entrants and reentrants and consequently younger women with no work experience. Similarly, female UI beneficiaries appear to have longer periods of unemployment than men do, whereas on Table XIII (Statistical Appendix) the more comprehensive data from the Current Population Survey show that women have shorter periods of unemployment. These differences are not simply the result of different data sources; they reflect different characteristics of unemployed women. In planning for manpower services, it is important to be able to identify the characteristics which are most closely associated with the population to be served.

The Illinois Job Service (JS) serves all job seeking Illinoisians. The characteristics of this population will show some differences with the insured unemployed and the total unemployed in the state. Nearly all (96 percent) JS applicants were unemployed (see Table XIV, Statistical Appendix). Among women, however, only about one-third were eligible for UI benefits. Female JS applicants are concentrated in the over 25 age groups. Other characteristics of these applicants include education. About half of the female JS applicants had graduated high school; 57 percent of the male applicants had a high school diploma. Women who are using the Job Service are also more likely to be receiving welfare benefits than are men; about half the female applicants are receiving some type of public aid, but only 20 percent of the men.

All of the data presented in this section serve to describe the unemployed women in Illinois. Administrative records, such as the UI and JS data, describe a specific segment of the total jobless women. The CPS data provide statistics on the whole female unemployed population. Using both types of data, a profile of Illinois' unemployed women can be drawn from which employment and training services can be designed.

STATISTICAL APPENDIX

TABLE I

LABOR FORCE ATTACHMENT OF WOMEN
U.S. TOTALS*

	Women in the Labor Force		Labor Force Participation Rate for Women	Labor Force Participation Rate for Men
	No. (000's)	%		
ANNUAL AVERAGES:				
1950	18,389	29.6%	33.9%	86.4%
1955	20,548	31.6	-	-
1960	23,240	33.4	37.7	83.3
1965	26,200	35.2	-	-
1970	31,500	38.1	43.3	79.7
1975	36,998	39.9	46.3	77.7
1980 (est.)	44,216	42.4	51.4	77.6

*Perspectives on Working Women; U.S.DOL/BLS, June 1980.

TABLE II

US LABOR FORCE PARTICIPATION RATES FOR WOMEN,
BY AGE -- BY CHILD'S AGE*

	1979	1950
Total, All Women	51.0%	33.9%
By age:		
16-17	45.8	30.1
18-19	62.9	51.3
20-24	69.1	46.0
25-34	63.8	34.0
35-44	63.6	39.1
45-54	58.4	37.9
55-64	41.9	27.0
65 & over	8.3	9.0
By Child's Age:		
Married women, husband present	49.4%	23.8%
No children	46.7	30.3
Children under six years	43.2	11.9
Children over six years	59.1	28.3

*Perspectives on Working Women.

TABLE III

US RATIOS OF WOMEN TO MEN
FOR SELECTED OCCUPATIONS*
1972 & 1978 A.A.**

Occupation	RATIO Women ÷ Men 1978	1972	% Change in Total Employment '72-'78
Total, all occupations	.70	.61	+15.5%
Checker, inspector	.95	.94	+ 7.4%
Health administrator	.86	.89	+57.3
Real Estate agent	.82	.58	+58.7
Bus driver	.82	.52	+34.1
Persn./Labor Relations	.78	.45	+30.6
Accountants	.75	.65	+36.6
Sec., Steno., Typists	62.89	50.84	+15.5%
Receptionists	31.67	32.54	+34.9
Sewers & stitchers	17.95	23.00	-12.9
Tele. operators	15.42	29.15	-20.4
Rgst. Nurse, therapists	13.07	12.56	+42.4
Teacher aides	11.67	8.36	+66.0
Bank tellers	10.82	6.81	+55.4
Bookkeepers	9.70	7.29	+15.5
Health serv. workers	8.87	6.68	+22.6
Construct. crafts	.01	.01	+14.2%
Mech. & repairers	.01	.01	+20.4
Truck drivers	.02	.01	+33.4
Transp. oper. - other	.02	.05	+198.8
Engineers	.03	-	+14.9
Mach. & Job Setters	.03	.01	+25.7
Metal crafts	.03	.02	- 0.5
Fork lift	.03	.01	+19.8
Construct. laborer	.03	.01	+ 1.2

*A Statistical Portrait of Women in the United States:1978.

** Annual average.

TABLE IV

U.S. UNEMPLOYMENT RATES BY SEX - A.A.*

Year	Total	Men	Women
1979	5.8%	5.1%	6.8%
1978	6.0	5.2	7.2
1977	7.0	6.2	8.2
1976	7.7	7.0	8.6
1975	8.5	7.9	9.3
1974	5.6	4.8	6.7
1973	4.9	4.1	6.0
1972	5.6	4.9	6.6
1971	5.9	5.3	6.9
1970	4.9	4.4	5.9
1969	3.5	2.8	4.7
1968	3.6	2.9	4.8
1967	3.8	3.1	5.2
1966	3.8	3.2	4.8
1965	4.5	4.0	5.5
1964	5.2	4.6	6.2
1963	5.7	5.2	6.5
1962	5.5	5.2	6.2
1961	6.7	6.4	7.2
1960	5.5	5.4	5.9
1959	5.5	5.2	5.9
1958	6.8	6.8	6.8
1957	4.3	4.1	4.7
1956	4.1	3.8	4.8
1955	4.4	4.2	4.9
1954	5.5	5.3	6.0
1953	2.9	2.8	3.3
1952	3.0	2.8	3.6
1951	3.3	2.8	4.4
1950	5.3	5.1	5.7

*Employment and Earnings, January 1980 (annual averages)

TABLE V

NONFARM WAGE AND SALARY EMPLOYMENT
Illinois-A.A.

	1979	1977	1975	1973
LABOR FORCE (000's)	5,331	5,206	5,010	4,883
EMPLOYED	5,038	4,886	4,654	4,682
UNEMPLOYED	293	320	356	201
UNEMPLOYMENT RATE	5.5%	6.2%	7.1%	4.1%
TOTAL NONFARM WAGE AND SALARY EMPLOYMENT (000's)	4,862.5	4,655.5	4,418.9	4,470.4
Private Sector	4,117.4	3,937.7	3,704.4	3,803.9
Manufacturing	1,270.0	1,241.3	1,199.8	1,354.5
Durable Goods	845.4	822.2	789.2	909.1
Furn.-Fixt.	24.6	24.2	22.9	28.0
Stone-Clay-Glass	34.7	35.3	34.9	39.7
Primary Metals	99.2	94.0	92.0	104.0
Fabricated Metals	146.6	141.9	132.2	159.0
Machinery	224.4	220.0	219.1	224.1
Electrical Equip.	168.6	162.2	151.5	200.5
Transportation Eq.	57.5	49.7	47.5	53.8
Instruments	43.0	47.8	44.3	47.8
All other Durable Gds.	46.8	47.8	44.8	52.2
Nondurables	424.6	419.1	410.7	445.4
Food Prod.	116.3	117.7	117.1	123.7
Apparel	22.5	24.2	24.9	32.1
Paper Prod.	38.3	37.7	36.5	40.4
Printing-Publishing	106.3	100.4	101.2	108.9
Chemical Prod.	66.3	65.1	60.9	62.3
Rubber-Plastics	48.6	46.2	41.5	45.9
All other Nondurable Gds.	26.3	27.8	28.6	32.1

TABLE V (con't)

NONFARM WAGE AND SALARY EMPLOYMENT
Illinois-A.A.

	1979	1977	1975	1973
Nonmanufacturing	2,847.4	2,696.3	2,504.6	2,449.4
Mining	30.4	29.0	25.9	23.0
Construction	181.8	175.2	172.3	192.6
Transp.-Comm.-Pub.Util.	287.4	274.7	272.6	286.1
Trade	1,140.5	1,089.1	999.0	972.4
Wholesale	346.8	320.5	294.7	287.8
Retail	793.7	768.6	704.2	684.7
Finance-Insurance-Realty	288.7	266.5	254.7	245.5
Services	918.6	861.8	780.0	727.3
Business Services	154.9	135,8	119.3	120.8
Health Services	293.4	278.4	238.6	205.6
All other Services	478.6	447.6	422.1	400.9
Public Sector - Government	745.1	717.8	714.5	666.5
Federal	104.2	103.0	108.3	108.2
State	146.0	141.0	140.3	133.5
Education	68.9	64.4	63.0	61.4
Other	77.1	76.6	77.4	72.1
Local	494.9	473.8	465.8	424.8
Education	258.4	252.4	251.2	225.7
Other	236.5	221.4	214.6	199.1

Prepared by Current Employment Statistics subsection of Research and Analysis Subdivision, Illinois Bureau of Employment Security.

TABLE VI

LABOR FORCE STATUS BY SEX *
ILLINOIS

1979 and 1980
(in thousands)

	Total - Both Sexes		Total - Men		Total - Women	
	1979 A.A.	1980 6 mo.	1979A.A.	1980 6 mo.	1979 A.A.	1980 6 mo.
Total in Labor Force	5,331	5,418	3,087	3,135	2,244	2,283
Participation Rate	64.6%	65.3%	79.0%	79.0%	51.6%	52.6%
Employed	5,038	5,001	2,938	2,886	2,100	2,115
Unemployed	293	417	149	249	143	168
Unemployment Rate	5.5%	7.7%	4.8%	8.6%	6.4%	7.4%

* Unpublished data from the Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE VII

LABOR FORCE STATUS BY SEX,

AND BY AGE FOR WOMEN

(In Thousands)

ILLINOIS - 1979 A.A.*

	MEN	WOMEN							
	TOTAL	TOTAL	16-19	20 & over	20-24	25-64	25-44	45-64	65 & over
TOTAL NO. IN LABOR FORCE	3087	2244	238	2006	364	1565	947	618	75
LABOR FORCE PART. RATE	79.0%	51.6%	55.3%	51.2%	69.2%	58.5%	62.9%	52.9%	10.4%
EMPLOYED	2938	2100	205	1895	328	1494	897	597	73
UNEMPLOYED	149	143	33	110	37	72	50	22	2
UNEMPLOYMENT RATE	4.8%	6.4%	13.9%	5.5%	10.0%	4.6%	5.2%	3.5%	3.0%

* Unpublished annual average data from the Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE VIII

REASON NOT IN LABOR FORCE BY SEX,

AND BY AGE FOR WOMEN

ILLINOIS - 1979 A.A.*

	MEN	WOMEN							
	TOTAL	TOTAL	16-19	20 & over	20-24	25-64	25-44	45-64	65 & over
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
AT HOME	2.4	78.2	18.2	84.2	68.9	89.6	91.4	87.8	78.6
IN SCHOOL	22.8	7.9	62.0	2.5	21.1	1.2	2.0	0.4	0.2
UNABLE	12.1	3.0	1.0	3.3	0.7	2.9	1.6	4.2	4.8
OTHER	62.6	10.8	18.8	10.0	9.3	6.3	5.0	7.6	16.5

* Unpublished annual average data, Current Population Survey, U.S. Department Of Labor, Bureau of Labor Statistics.

TABLE IX

OCCUPATION OF THE EMPLOYED, BY SEX,
AND BY AGE FOR WOMEN

Illinois-1979 A.A.*

	MEN	WOMEN					
	TOTAL	TOTAL	16-19	20 & over	20-24	25-64	65 & over
Total Employed	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
White Collar	42.0	65.7	53.8	67.1	65.3	68.1	54.1
Prof-Tech	15.0	17.0	2.4	18.6	16,3	19.5	9.5
Teachers (exc. College)	1.5	5.2	0.4	5.7	2.2	6.6	2.5
All other Prof-Tech	13.5	11.8	2.0	12.9	14.1	12.9	7.0
Managers-Officials	14.0	5.8	1.1	6.3	3.7	6.9	5.7
Sales	6.2	7.0	9.8	6.6	4.3	7.0	9.7
Clerical	6.8	36.0	40.5	35.5	41.0	34.6	29.1
Blue Collar	46.6	14.0	7.9	14.7	13.3	15.1	10.3
Crafts	21.5	1.9	1.2	2.0	1.8	2.0	1.4
Operatives	12.6	10.1	3.8	10.8	9.5	11.2	8.8
Transport Operatives	5.7	0.6	0.0	0.7	0.7	0.7	0.0
Laborers	6.7	1.3	3.0	1.2	1.3	1.2	0.1
Service	8.7	19.7	37.5	17,8	21.0	16.3	34.7
Farm-Fish-Forest	2.8	0.6	0.8	0.5	0.3	0.5	0.9

* Unpublished annual average data, Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE X

REASON FOR UNEMPLOYMENT BY SEX

ILLINOIS - 1979 A.A.*

	TOTAL	MEN	WOMEN
TOTAL	100.0%	100.0%	100.0%
JOB LOSERS	47.7	60.4	34.9
JOB LEAVERS	17.7	14.4	21.1
REENTRANTS	30.0	21.6	38.5
WORKED IN LAST 5 YEARS	26.8	20.7	33.0
NOT WORKED IN LAST 5 YEARS	3.2	0.9	5.5
NEW ENTRANTS	4.6	3.6	5.5
NEVER WORKED	3.2	1.8	4.6
PART-TIME ONLY	1.4	1.8	0.9

* Unpublished annual average data, Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE XI

OCCUPATION OF THE UNEMPLOYED BY SEX,
AND BY AGE FOR WOMEN

Illinois-1979 A.A.*

	MEN	WOMEN					
	TOTAL	TOTAL	16-19	20 & over	20-24	25-64	65 & over
Total Unemployed	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
White Collar	17.3	50.4	37.5	51.9	56.3	49.3	66.6
Prof.-Tech.	3.8	5.8	0.0	6.7	3.1	8.7	0.0
Teachers (exc. college)	0.0	0.8	0.0	1.0	0.0	1.4	0.0
All other Prof-Tech	3.8	5.0	0.0	5.8	3.1	7.2	0.0
Managers-Officials	3.8	5.0	0.0	4.8	6.3	4.3	0.0
Sales	3.8	5.8	6.3	5.8	6.3	5.8	0.0
Clerical	6.8	33.9	31.3	33.7	40.6	30.5	66.6
Blue Collar	67.7	25.6	25.0	26.0	18.8	29.0	33.3
Crafts	21.1	0.8	0.0	1.0	0.0	0.7	0.0
Operatives	18.8	20.8	12.5	22.1	18.8	24.6	33.3
Transport Operatives	9.0	0.8	0.0	1.0	0.0	0.7	0.0
Laborers	19.5	3.3	12.5	1.9	0.0	2.9	0.0
Service	15.0	24.0	37.5	22.1	25.0	21.7	0.0
Farm-Fish-Forest	0.0	0.0	-	-	-	-	-

* Unpublished annual average data, Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE XII

DISTRIBUTION OF THE INSURED UNEMPLOYED*, BY SEX AND BY CHARACTERISTIC

Illinois - January to June 1980

	TOTAL	MEN	WOMEN
TOTAL	100.0%	72.3%	27.7%
TOTAL,BY AGE	100.0%	100.0%	100.0%
under 22	9.4	9.9	8.5
22 - 24	13.6	14.2	12.2
25 - 54	74.6	73.6	76.9
25 - 44	51.9	51.5	52.8
45 - 64	22.7	22.1	24.1
65 & over	2.3	2.3	2.4
TOTAL,BY RACE	100.0%	100.0%	100.0%
White	74.1	80.3	58.4
Nonwhite	25.9	19.7	41.6
TOTAL,BY DURATION	100.0%	100.0%	100.0%
1 - 4 weeks	24.8	25.2	23.9
5 - 14 weeks	44.0	45.3	40.9
15 weeks or more	31.2	29.5	35.2
TOTAL,BY OCCUPATIONAL GROUP	100.0%	100.0%	100.0%
White Collar	27.3	17.8	44.5
Prof-Tech-Manag	10.5	10.0	11.6
Clerical-sales	16.8	7.8	32.9
Blue Collar	57.4	72.2	36.4
Processing	4.4	4.7	3.9
Machine trades	13.3	15.6	9.1
Bench work	7.1	4.2	12.4
Structural work	16.2	26.9	2.6
Miscellaneous	16.4	20.8	8.4
Service	11.6	8.0	18.2
Farm-Fish-Forest	1.7	2.1	1.0

* Unpublished Unemployment Insurance data, Illinois Bureau of Employment Security.

TABLE XIII

DURATION OF UNEMPLOYMENT BY SEX

ILLINOIS - 1979 A.A.*

	TOTAL	MEN	WOMEN
ANY NO. OF WEEKS	100.0%	100.0%	100.0%
0-4 WEEKS	43.7	40.0	47.7
5-14 "	32.2	32.4	32.1
15-26 "	12.6	14.5	10.7
27-51 "	5.9	7.5	4.2
52 WEEKS OR MORE	5.5	5.7	5.3

* Unpublished annual average data, Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE XIV

CHARACTERISTICS OF JOB SERVICE APPLICANTS,*
BY SEX

Illinois- first six months of FY 1980

	TOTAL	MEN	WOMEN
TOTAL, BY AGE, 16 & over	100.0%	100.0%	100.0%
16-19	9.3	11.0	7.5
20 & over	90.7	89.0	92.5
20-24	22.5	27.4	17.5
25-64	67.1	60.3	74.1
25-44	51.8	46.6	57.2
45-64	15.3	13.7	16.9
65 & over	1.1	1.3	0.9
TOTAL, BY RACE	100.0%	100.0%	100.0%
White	51.9	59.8	43.9
Black	39.5	32.0	47.1
Hispanic	6.1	6.8	5.4
Other	2.4	1.3	3.6
TOTAL, BY EDUCATION	100.0%	100.0%	100.0%
Less than High School	45.7	42.3	49.1
High School Only	36.9	37.7	36.1
More than High School	17.4	20.0	14.8
UNEMPLOYED	96.0%	96.3%	95.6%
U.I. ELIGI	42.3%	50.2%	34.3%
RECEIVING WELFARE	34.9	19.5	50.7

*ESARS, Tables 06, D-06(Employment Security Automated Reporting System).

TABLE XV

DISTRIBUTION OF JOB SERVICE APPLICANTS *
BY OCCUPATIONAL GROUP, BY SEX

Illinois-first six months of FY 1980

	TOTAL	MEN	WOMEN
TOTAL,ALL APPLICANTS (with work experience)	100.0%	100.0%	100.0%
White Collar	32.9	21.6	45.6
Prof-Tech-Mgr	9.6	10.1	8.9
Clerical	19.3	7.2	32.9
Sales	4.0	4.3	3.8
Blue Collar	47.3	64.1	28.3
Processing	3.8	4.7	2.8
Machine trades	9.2	13.0	4.9
Bench work	6.5	4.1	9.1
Structural work	9.9	17.5	1.4
Miscellaneous	17.9	24.8	10.1
Motor Frght-Trnsp.	5.2	9.2	0.7
Pkg-Mtrl Hndlg	11.7	14.1	9.1
Other	1.0	1.5	0.4
Service	18.5	12.0	25.8
Farm-Forest-Fish	1.4	2.3	0.4

* ESARS, Table 96.(Employment Security Automated Reporting System)

DEFINITIONS

LABOR FORCE PARTICIPATION RATE - the proportion of the population (16 and over) that is in the labor force.

LABOR FORCE - the sum total of the employed and the unemployed. Persons involved in labor-management disputes are counted as employed.

EMPLOYMENT - a component of the labor force; all persons at work, including those involved in labor-amangaement disputes and those temporarily absent from their jobs because of illness or personal reasons.

UNEMPLOYMENT - all persons without a job who are actively seeking a job.

NEW ENTRANTS - unemployed persons who have never worked or who have never worked at a full-time job.

REENTRANTS - unemployed persons who have not worked for a substantial period of time.

PERSONS NOT IN THE LABOR FORCE -
- At Home - persons who are engaged in own home housework
- In School - full-time students
- Unable - persons with a long-term physical or mental illness which prevents them from seeking work
- Other - retired person, those too old to work, the voluntarily idle, seasonal workers who are in their "off" period

OCCUPATIONAL GROUP - a cluster of related jobs or occupations, for example:
- Professional, Technical - engineers, engineering technicians, medical and health workers, teachers and professors, and others.
- Managers, Administrators - buyers, purchasing agents, health administrators, and others.
- Sales - clerks, real estate agents, insurance brokers, and others.
- Clerical - secretaries, stenographers, typists, tellers, bookkeepers, mail carriers, teacher aides, telephone operators, and others.
- Crafts - carpenters, electricians, plumbers, apprentices, and others.
- Operatives - machine operators, textile workers, and others.
- Transport operatives - bus drivers, truck drivers, taxi drivers, and others.
- Services - cleaners, waiters, waitresses, health service workers (except as above), guards, police, and others.
- Laborers - helpers, handlers, groundskeepers, and others.